

THE GEORGE WASHINGTON UNIVERSITY
Washington, DC

MINUTES OF A REGULAR MEETING
OF THE FACULTY SENATE HELD ON
OCTOBER 14, 1994, IN LISNER HALL
ROOM 603

The meeting was called to order by Vice President French at 2:15 p.m.

Present: Vice President French, Parliamentarian Keller, Brewer, Eftis, Englander, Frieder, Griffith, Gupta, Harrington, Kahn, Kind, Kirsch, Miller, Packer, Pelzman, Robinson, Salomon, Seavey, K. Smith, Solomon, Thompson, Tropea, Vontress, and Wirtz

Absent: President Trachtenberg, Registrar Gaglione, Boswell, Castleberry, Elgart, Fowler, Friedenthal, Johnston, Keimowitz, Millar, Mitchell, and P. Smith

INTRODUCTION OF PARLIAMENTARIAN AND NEW SENATE MEMBERS

Vice President French introduced and welcomed Professor Steven Keller, the new Parliamentarian of the Faculty Senate. He also introduced and welcomed the following new members of the Senate: Randall K. Packer, (CCGSAS), Professor Irene B. Thompson (CCGSAS), and Professor Philip W. Wirtz (SBPM).

APPROVAL OF THE MINUTES

Vice President French called for approval of the minutes of the regular meeting of September 9, 1994, as distributed. Professor Gupta asked that a typographical error on Page 1 in the last paragraph, Line 5, be corrected to change the word "county" to "country." No other corrections were made. The minutes, as corrected, were approved.

INTRODUCTION OF RESOLUTIONS

I. RESOLUTION 94/2, "A RESOLUTION ON ADMINISTRATIVE NONCONCURRENCES WITH FACULTY RECOMMENDATIONS"

On behalf of the Executive Committee of the Faculty Senate, Professor Robinson moved a suspension of the rules in order to introduce a resolution not included on the agenda. The resolution, entitled "A Resolution on Administrative Nonconcurrences with Faculty Recommendations," was distributed to the members. The motion was seconded. She explained that this resolution had been forwarded to all Senate members previously, but that modifications in the language had been approved by the Executive Committee yesterday. Professor Robinson said that the matter of the nonconcurrence process has been before the Senate since its November meeting in 1993. For almost one year many hours of time have been expended by an Ad Hoc Committee, the Executive Committee,

and the Administration on this issue. After discussion over much of the summer and four special meetings devoted to the resolution being presented today, Professor Robinson said that the Executive Committee and the faculty members of the Ad Hoc Committee were persuaded that they have a resolution which would satisfy the requirements and concerns of all groups.

Professor Gupta said that this resolution was of great importance to the University and that the Senate should have more time to consider it. He recommended that debate and vote on the resolution be deferred to the next Senate meeting because he did not believe that it was that urgent. Professor Robinson pointed out that the Board of Trustees had already given the Senate one extended deadline, and Vice President French noted that the Board would like to have this resolution by its October meeting. Professor Kahn said that, inasmuch as the original resolution was circulated to the Senate previously, the small changes in the language offered by Professor Robinson today could be considered amendments to the original resolution. This makes clear that introduction of the substitute resolution was simply a procedural way to expedite consideration of the substance by the Senate at this meeting. Insofar as the resolution calls for language to be considered for addition to the Faculty Code, Professor Kahn said that since the proposed waiver option was not inconsistent with the present Code, the new language would be of an informational nature added there only because people would refer to the Code as the document which sets forth the nonconcurrence procedures. Professor Griffith said that he would prefer to debate the resolution today because he did not think there was anything to be gained by delaying it until next month.

The question was called on the motion to suspend and the motion passed.

Professor Robinson then moved, on behalf of the Executive Committee of the Faculty Senate, the adoption of "A Resolution on Administrative Nonconcurrences with Faculty Recommendations," and the motion was seconded. She then presented a chronology of events leading up to this resolution. (The chronology is attached.) Professor Robinson said that the resolution accomplishes the following:

- It stipulates the Board's new directive, i.e., retention of the present system; this is consistent with the faculty view, and has been all along the primary argument of the faculty that this is a system which has worked for well over a period of thirty years and must be retained as part of the faculty contractual arrangement with the University;
- It advises that departments and programs may have their cases presented to the Board of Trustees or elect to have the cases forwarded to and decided by the President; and
- According to established procedures, with respect to any changes in the Faculty Code, it transmits the matter to the Committee on Professional Ethics and Academic Freedom for consideration of changes to the Faculty Code.

In summary, Professor Robinson said that the Executive Committee was strongly persuaded that this resolution was fully responsive to the expressed concerns of the Faculty and Administration and that it was consistent with the language and spirit of the Faculty Code and the due process for which it now provides. Professor Robinson urged the Senate's adoption of this resolution.

Professor Eftis inquired whether the Board of Trustees would be willing to once again resume its responsibility as a last court of appeal regarding nonconcurrence cases as indicated in the resolution in the First WHEREAS Clause. Vice President French replied that the President had been thinking a great deal about the ways in which we might remove the impasse between the Senate and the Administration and the Board in order to get on with the University's other business. The President proposed that we retain the process as stated in the Code and add a second option. Vice President French said that he discussed the President's proposal with Mr. Zeglis, Chair of the Academic Affairs Committee of the Board. Mr. Zeglis said that he thought the President's proposal was indeed a constructive compromise that would acknowledge the strength of the feeling in the Senate with respect to retaining the process presently available in the Faculty Code, and that the addition of a second option would acknowledge the reasoning that had motivated the Board and the administration to ask for a change in the first place. Professor Eftis replied that he understood Vice President French's remarks to mean then that the Board would still remain as the last court of appeal for any nonconcurrence case. Vice President French responded that the answer was "yes and no." He said that the resolution before the Senate made it quite clear that it is the originating department or program that would have the discretion to elect either to go through the traditional appeal process to the Board of Trustees or to ask the President to review the case. Professor Eftis said that, in his reading of the First RESOLVING Clause of the resolution, it seemed to him that essentially this is what we already do, and, therefore, he wondered why the resolution was necessary. Professor Robinson explained that the resolution would now offer two options, i.e., the originating department or program could elect the present procedure, whereby an appeal is made to the Board of Trustees, or could elect the alternative process, whereby the appeal is made to the President.

Professor Griffith noted that he had had some part in the evolution of this resolution. He explained that when there is a nonconcurrence between a department and dean, and the Vice President for Academic Affairs sustains the Dean, the matter is then sent to the Executive Committee of the Senate to resolve the nonconcurrence. If the Executive Committee cannot resolve it, it is at that point that the new alternative process arises. But it is not clear in the Code, he said, that the President could make the decision and not forward it to the Board as the resolution states. Professor Griffith pointed out that the First RESOLVING Clause represents the "sense of the Senate" and the Second RESOLVING Clause directs that the resolution be sent to the Professional Ethics and Academic Freedom Committee to consider how that alternative process can be accomplished. He further explained that if the Executive Committee agrees with the dean's nonconcurrence, then the Executive Committee informs the department and usually the department withdraws its recommendation. He said that it is quite clear that the

present Code language states that upon the failure of the Executive Committee to resolve the nonconcurrence, the Executive Committee forwards its recommendations to the Board of Trustees through the President. But it is not clear in the Code that there is an option that permits the President to make that final decision.

Professor Griffith then moved to amend the First RESOLVING Clause as follows:

- "(1) That in the event the Executive Committee of the Faculty Senate is unable to resolve the nonconcurrence, it is the sense of the Senate that the department or program may appropriately waive its right of disposition of an administrative nonconcurrence by the Board of Trustees under the provisions of Procedures for the Implementation of the Faculty Code (Section B.4. of the Faculty Code) and elect to leave the decision to the President of the University;"

The motion was seconded.

Professor Kirsch moved that the question be divided into two parts. The Chair called for a vote on the motion to divide the question, and the motion was passed.

Speaking to the first part of the question, Professor Englander said that he thought the addition of the phrase "it is the sense of the Senate" was redundant because the resolution already included the phrase "Be it Resolved by the Faculty Senate of The George Washington University." Professor Griffith replied that by offering this amendment the Senate was not suggesting that it was changing the language of the Code at this Senate meeting, but making it clear what the Senate's interpretation is of a Code provision or procedure.

A discussion followed by Professors Brewer, Eftis, Griffith, Harrington, Kirsch, Pelzman, Robinson, and Vice President French.

Professor Pelzman spoke against the amendment. He said that every department has the right to stop the process in the nonconcurrence decision process at any point. Our present procedures basically allow departments to do whatever they choose -- they do not have to go to the Executive Committee or to the Board of Trustees, so that is nothing new in our current procedures. He said, in most cases, he would argue that administrative units and/or departments would view pulling out of the process at any earlier stage part of the same rights they have to go all the way to the Board of Trustees -- it is a sub-element of an existing right. Professor Pelzman said the First RESOLVING Clause was not adding anything, just clarifying existing rights.

The question was called on the first part of the Griffith amendment, and the amendment failed.

Professor Griffith then withdrew the second part of his amendment.

Professor Vontress noted that he had heard many arguments given by Senate members as to why the faculty should retain the present nonconcurrence system, but he did not recall having heard any arguments given by the administration as to why this system should be changed. He asked Vice President French to explain the administration's rationale for changing the existing process. Vice President French explained that the Board had expressed itself rather emphatically that it believed this process was a matter more properly left to the faculty and the academic administration, that it was not appropriate business for a Board of Trustees to be taking this kind of role in faculty personnel matters. The Board canvassed a number of other institutions and discovered that Boards did not play this role, and that finding reinforced the Board's sentiment on the matter. The Board's recent involvement in three nonconcurrence cases, especially by its Academic Affairs Committee and its Executive Committee, convinced the Board it would like to separate itself from this procedure. Professor Vontress asked if the Board members thought nonconcurrence cases consumed too much of their time, and Vice President French replied that the Board was not trying to avoid its responsibility. He said that the Board did not think this kind of intervention in academic matters was an appropriate role for it. Professor Vontress replied that he realized that many Boards around the country delight in engaging in administrative minutiae, but it was refreshing, he said, to know that this Board did not want to engage in such minutiae. Vice President French replied that the Board did not want to be making judgments with respect to the qualifications of faculty for promotion and tenure. Further discussion followed by Professors Gupta, Robinson, and Vice President French.

Professor Kirsch expressed his support for the resolution, but pointed out his concern about the potential for pressure being put on a department, either by this administration or by some future administration, to have the final decision made by the President. Professor Robinson responded that that was a concern faculty have had with every administration, and she did not see that this resolution introduced anything different. Professor Pelzman agreed with Professor Robinson in that the resolution did not change anything, but merely clarified the process as it already exists. The process for changing the Faculty Code, he said, is through the Professional Ethics and Academic Freedom Committee. Professor Griffith said that he thought it was very important to have language in the Code because if the resolution were adopted simply as an interpretation of the Senate that this is consistent with our current practice, the situation could become somewhat nebulous over time. Vice President French said he supported Professor Griffith's argument about the need for a Code revision because this alternative process would become a basic right of the academic units, and it was very important that the document, which summarizes faculty rights and privileges, namely the Faculty Code, incorporate the language making known this option.

A discussion followed by Professors Englander, Pelzman, Robinson, and Vice President French.

Professor Brewer asked what would happen if the Second RESOLVING Clause were to be changed to request that the Professional Ethics and Academic Freedom Committee "prepare" rather than "consider" additional Code language. Professor Robinson responded that the PEAF Committee would then bring back its proposed new Code language to the Senate for its vote. She pointed out that the word "consider" was used in the resolution because it reflects the procedure followed for changing Code language. Any major change in the Code is then reported to the Faculty Assembly, and, in some cases, voted on by the Assembly, she said.

Professor Gupta asked how this resolution would square with the strongly-worded one passed by the Senate last spring which directed that any such process be post-presidential. Professor Robinson replied that this resolution maintains the status quo, but offers the departments or programs another possibility which they may choose to accept. Vice President French noted that he would find his intermediate role somewhat easier in going to the Board of Trustees in October if he could indicate to them the seriousness with which the Senate has taken this proposal as reflected in the nature of the resolution if these two options were present.

Following up on Professor Brewer's remarks, Professor Seavey moved that the Second RESOLVING Clause be amended to read as follows:

- "(2) That the Committee on Professional Ethics and Academic Freedom consider the addition of be directed to prepare language reflecting the above to the Faculty Code. for decision by the Faculty Senate."

Professor Seavey said that this amendment would instruct the PEAF Committee to prepare Code language rather than just "consider" such language. The motion was seconded.

Professor Kahn, Chair of the Professional Ethics and Academic Freedom Committee, spoke against the amendment. He said that if one is going to rely on the probity of the Committee, one leaves it to the Committee to phrase the appropriate language.

Professor Griffith said that he supported the amendment because it would make certain that the PEAF Committee would return this issue to the Senate. He said the present language was so vague that the resolution could die in Committee and he thought that that would be a mistake.

Professor Harrington spoke against the amendment because he thought it was very important that the Senate retain its tradition of referring matters to Senate Committees for consideration without directing them in any sense.

Professor Englander also spoke against the amendment. He said that the spirit of the Senate is to give deference to the appropriate Senate Committee, particularly when it involves language for amending the Faculty Code, and the PEAF Committee is the Committee that deals with Code amendments.

Professor Seavey pointed out that one of the problems is that the Senate does not wish to be deciding, as a Committee of the Whole, what the Code language should be, and it was the appropriate role of the PEAF Committee to do that. However, he said he did not think that the PEAF Committee ought to act in a vacuum. Because this case appeared to be different from many others, he thought that some dimension of instruction ought to be given to the Committee.

The question was called on the Seavey amendment, and the amendment passed by a vote of 11-8.

The question was called on the original motion, as amended, and Resolution 94/2, as amended, was adopted. (Resolution 94/2 is attached.)

REPORT ON CAMPUS SECURITY BY LOLITA ARMSTRONG, CRIME PREVENTION AND TRAINING COORDINATOR

Ms. Lolita Armstrong, Crime Prevention and Training Coordinator, University Police Department, extended the regrets of Ms. Dolores A. Stafford, Director of the University Police Department, who could not be present today because of an emergency meeting.

Ms. Armstrong reported on the various activities undertaken by the Police Department within the past two years. The first two programs described by Ms. Armstrong involved the sharing of information and resources with other area universities and law enforcement entities. A primary area of emphasis for the University Police Department was the education and training of campus police officers who are required to attend an eight-week course at the Campus Law Enforcement Training Academy sponsored by the District of Columbia Consortium of Universities. As part of a continuing education effort, recertification programs were also in place.

Ms. Armstrong reported briefly concerning crime statistics for the 1993-94 academic year. She said she felt that, overall, crime on campus was very low, particularly as far as crimes against persons were concerned. Crimes against property tended to predominate, and University Police hoped that prevention efforts, as well as their programs to educate the University community, will bring about a reduction in these statistics next year. Programs in place to address issues of campus concern include the bike patrol, personal property identification program, bicycle registration program, self-defense workshops, and an escort/van service. She noted that many people were using the new escort service. Among the education and crime prevention programs open to students, faculty, and staff is a Sexual Assault, Date, and Domestic Violence program planned for October in Strong Hall which would feature guest speakers on this topic from the D.C. Court System, Corporation Counsel's Office, F.B.I., and My Sister's Place. Presently, a Sexual Assault and Crisis Consultation Team has been assembled on GW's campus to provide information and resources to assault survivors.

Ms. Armstrong briefly outlined the Department's role in supervising community service assignments for students referred through the campus judicial system, and she said these students tended to be assigned to

work on Operation Identification or in the new van escort service. Ms. Armstrong said that the Department was working constantly to educate students, faculty, and staff about the need to take precautions to prevent crime.

In conclusion, Ms. Armstrong said that she has been with the University Police Department for two years and she was very proud of the work the Department has done and will continue to do. (Brochures outlining the Department's programs and services were made available at the meeting for Senate members.)

GENERAL BUSINESS

I. NOMINATION FOR ELECTION OF FACULTY TO SENATE STANDING COMMITTEES

On behalf of the Executive Committee, Professor Robinson moved the nominations of the following faculty: Professor Richard Schlagel to the Committee on Physical Facilities; Professor Sharon H. Lynch to the Committee on Appointment, Salary and Promotion Policies. The nominees were elected unanimously.

II. REPORT OF THE EXECUTIVE COMMITTEE

The Report of the Executive Committee by Professor Robinson, Chair, is enclosed.

III. ANNUAL REPORTS OF SENATE STANDING COMMITTEES

The 1993-94 Annual Report of the Committee on Appointment, Salary, and Promotion Policies was received as distributed with the agenda.

BRIEF STATEMENTS (AND QUESTIONS)

No brief statements were made.

ADJOURNMENT

Upon motion made and seconded, Vice President French adjourned the meeting at 4:00 p.m.



J. Matthew Gaglione
Secretary

[Any inquiries about this resolution should be directed to Professor Lilien F. Robinson, Chair, Executive Committee of the Faculty Senate, Ext. 47094.]

**A RESOLUTION ON ADMINISTRATIVE NONCONCURRENCES WITH FACULTY RECOMMENDATIONS
(94/2)**

WHEREAS, after consultation with the leadership of the Board of Trustees, the Administration has now been authorized to suggest that the section of the Faculty Code (Procedures for the Implementation of the Faculty Code, B.4.) pertaining to administrative nonconcurrences remain unchanged, but that there be an alternate process which might be elected at the discretion of the department or program wishing to appeal an administrative nonconcurrence with a faculty personnel recommendation; and

WHEREAS, at its discretion, the department or program may elect to leave the final decision to the President of the University, thus meeting the Administration's request and being consistent with the current language of the Faculty Code; NOW, THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

- (1) That in the event the Executive Committee of the Faculty Senate is unable to resolve the nonconcurrence, the department or program may waive its right of disposition of an administrative nonconcurrence by the Board of Trustees under the provisions of Procedures for the Implementation of the Faculty Code (Section B.4. of the Faculty Code) and elect to leave the decision to the President of the University; and
- (2) That the Committee on Professional Ethics and Academic Freedom consider the addition of be directed to prepare language reflecting the above to the Faculty Code, for decision by the Faculty Senate.

Executive Committee of the Faculty Senate
October 13, 1994

Adopted, as amended, October 14, 1994

Faculty Senate Meeting
October 14, 1994
Resolution 94/2

CHRONOLOGY
OF
RESOLUTION ON NONCONCURRENCE PROCESS

OCTOBER, 1993

The Board of Trustees by resolution took itself out of the process of administrative nonconcurrences with faculty recommendations, as specified by the Faculty Code.

That process provides for the Board of Trustees to make the final decision when the Executive Committee has been unable to resolve the matter and the department or program has decided not to withdraw its recommendation.

In its October resolution, the Board indicated that it no longer wished to be part of this process, and that it should terminate with the President of the University, giving him final disposition. It further instructed the Faculty Senate and the administration to work out the appropriate language for insertion in the Faculty Code. The resolution was made effective as of October 1, 1993.

The Executive Committee reported back to the Senate with respect to the Board's action. The consensus of the Senate was that, in a system of shared governance and because of the contractual character of the Code, such unilateral action without consultation with the faculty was not acceptable.

The Senate then passed a resolution which requested that the Board rescind its resolution pending full consultation with the faculty in the manner dictated by the Code.

JANUARY, 1994

Two members of the Executive Committee (Professors Johnston and Robinson) met with the Executive Committee of the Board, presenting the case for maintaining the present system, as specified in the Code, and the need to retain the involvement of the Board of Trustees, as a neutral body. Also presented was an alternative to the current system, the use of an external arbitration group.

FEBRUARY, 1994

The Board of Trustees passed a second resolution, calling for the administration and the Senate to work on developing an appropriate process for handling administrative nonconcurrences, which would relieve the Trustees of participation in the process.

It further urged consideration of all available processes except external arbitration.

It set a deadline for submission of a plan by April 15.

In response to the Board's resolution, the Executive Committee appointed three of its members and two members from the Professional Ethics and Academic Freedom Committee to an Ad Hoc Committee. Vice President French appointed two deans and, at the request of the Executive Committee, he also joined the group.

The first meeting was convened in January. Faculty and administration views were presented and debated.

The faculty, reflecting the spirit of the Code and the wishes of the Faculty Senate, urged the retention of a neutral deciding body and the administration urged that the process terminate with the President.

The group continued to meet on a regular basis, and the Senate was advised on these meetings.

MARCH, 1994

By March, the Ad Hoc Group focused on a process in which a panel of elected faculty and two members (faculty and/or administration) appointed by the President, would serve as the decisional body.

This plan was presented to the Faculty Assembly at its meeting in March.

At the Faculty Senate meeting, held later that week, the Senate supported that plan.

APRIL, 1994

The Ad Hoc Committee met with the President to discuss the proposed system. At this meeting the President indicated that the solution which did not vest decisional authority in the President was not acceptable.

At its meeting in April, the Senate passed a resolution reconfirming its previous position, in support of the March proposal, but after discussion provided for a single remand opportunity for the President.

APRIL 28, 1994

The Ad Hoc Committee met with the President, and the administration proposed a variation on the system which provided for the President's reconsideration of a nonconcurrence when the panel was not unanimous in its decision and in cases where, on remand, the panel sustained its original recommendation, the President would transmit the decision to the Board with his recommendation for action.

As this process was not consistent with the expressed wishes of the Senate, the faculty members of the Committee found the new proposal unacceptable.

On April 29, the administration proposed another version of the above, but one that would again provide for transmission to the Board with the President's recommendation.

JUNE, 1994

The Executive Committee and the Ad Hoc Committee faculty members began discussions on the most recent proposal, responding to it by memorandum on June 28.

As this revised proposal was still inconsistent with the expressed will of the Senate, the Executive Committee proposed modifications which would satisfy those expressed concerns.

AUGUST, 1994

In late August, the Executive Committee received a memorandum from Vice President French, indicating that the Board and the administration would agree to leave the nonconcurrence process as stated in the Faculty Code, but wished to have the insertion of a second option available to the department or program. That option would provide for the President to make the decision. The administration further requested the insertion of this option in the Faculty Code section dealing with nonconcurrences.

SEPTEMBER, 1994

After communications, which began September 1, with the administration on the above, and after lengthy deliberations by the faculty (i.e., the members of the Ad Hoc Committee and the Executive Committee), the Executive Committee prepared the resolution distributed to the Senate on October 14, 1994.

**REPORT OF THE EXECUTIVE COMMITTEE
OCTOBER 14, 1994
PROFESSOR LILIEN F. ROBINSON, CHAIR**

On behalf of the Executive Committee, I would like to report on the following matters.

I. GRIEVANCES

The Executive Committee was advised by Professor Robert Park of the National Law Center that in the matter of the grievance in the Medical School, "further efforts at mediation would be futile." A formal complaint has been filed by the grievant with the Executive Committee.

II. NONCONCURRENCES

The Executive Committee has submitted its report with respect to the nonconcurrence case in the Arts and Sciences previously reported to the Senate.

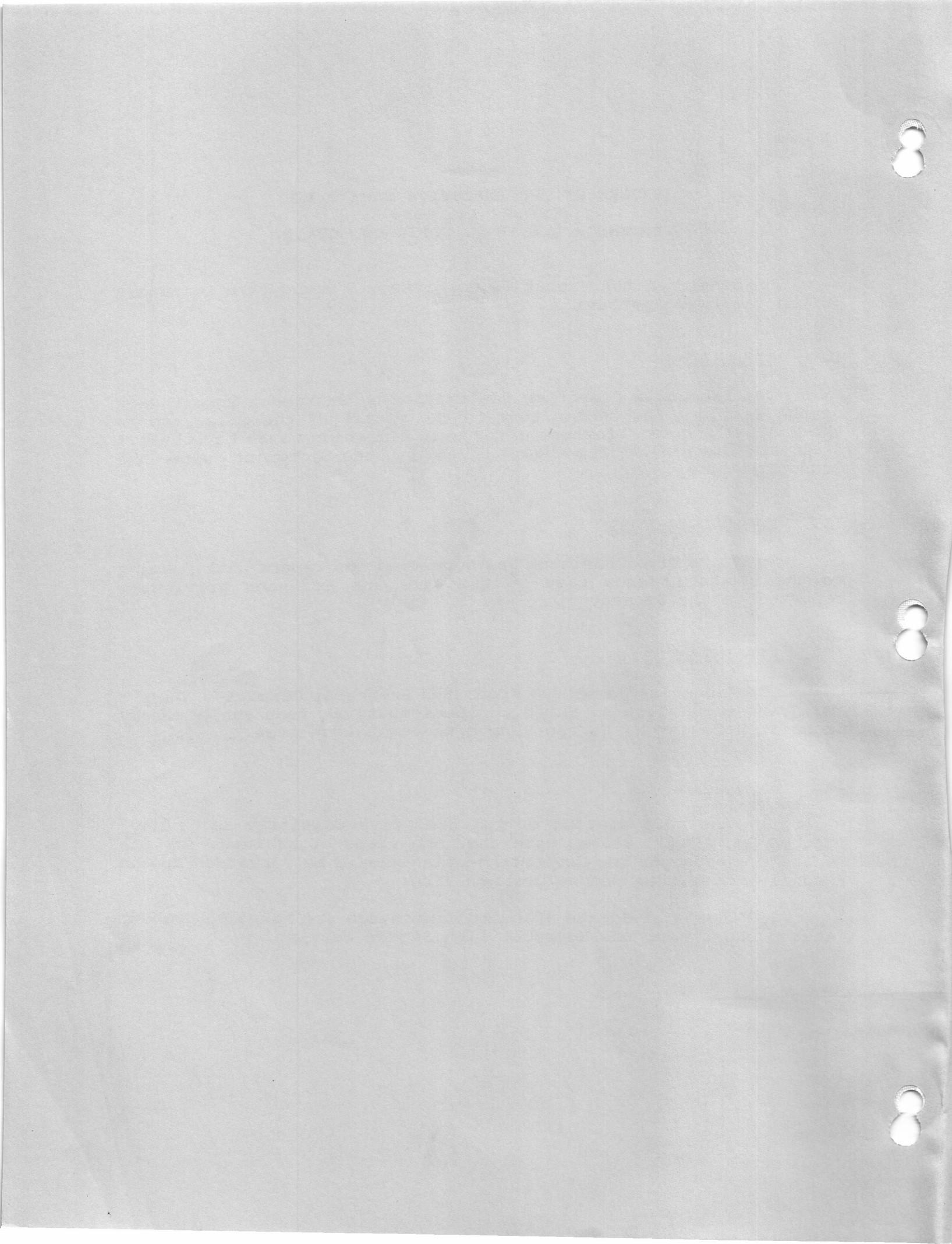
III. APPOINTMENTS

The Executive Committee appointed Professor Charles A. Garris and Professor Teresa A. Murphy, representatives from the Advisory Council on Research, to the Senate Research Committee.

IV. ANNOUNCEMENTS

(1) The next meeting of the Executive Committee is Friday, October 28, 1994. Please note that any items of business for the Senate's agenda for the November meeting should be forwarded to the Executive Committee before October 28th.

(2) Chairs of Senate Standing Committees are asked to present interim reports at the November 11th Senate meeting.



THE GEORGE WASHINGTON UNIVERSITY
Washington, DC

The Faculty Senate

October 3, 1994

The Faculty Senate will meet on Friday, October 14, 1994, at 2:10 p.m. in Lisner Hall 603.

AGENDA

1. Call to order
2. Approval of the minutes of the regular meeting of September 9, 1994
3. Introduction of Resolutions
4. Report on Campus Security by Dolores A. Stafford, Director, University Police
5. General Business:
 - (a) Nomination for election of faculty to the following Senate Standing Committees: Professor Richard Schlagel to the Committee on Physical Facilities; Professor Sharon H. Lynch to the Committee on Appointment, Salary, and Promotion Policies.
 - (b) Report of the Executive Committee: Professor Lilien F. Robinson, Chair
 - (c) Annual Report (1993-94 Session): Committee on Appointment, Salary, and Promotion Policies (including Fringe Benefits)
(Annual Report attached)
6. Brief Statements (and Questions)
7. Adjournment



J. Matthew Gaglione
Secretary

The George Washington University
Appointment, Salary and Promotion Policies Committee

Annual Report for AY 1993-94

The Appointment, Salary, and Promotion Policies Committee had three issues before it during the 1993-94 academic year. The first of these was the question of a more regular basis for faculty members to set their retirements. Some universities, such as Chicago, have studied their situation and come up with policies to enable faculty members to choose among options open to all. After a semester of discussion, it was decided to support the efforts of the Faculty Development and Support Committee which had made a detailed study of other institutions and submitted a report to the Faculty Senate.

The second issue was salary equity. Professor Kirsch, acting for the Committee, gathered salary information about a market basket of universities using AAUP data and submitted it to the Faculty Senate. In the same report he submitted data on salaries for top administrators at the University.

The third issue was the impact of the District of Columbia family leave policy on faculty promotion and tenure. This led to a broader discussion of leave as it related to faculty seeking tenure and promotion. A draft document relating specifically to the family leave policy on faculty promotion and tenure was produced too late to submit to the Faculty Senate. A refined policy will be recommended by the Committee in the Fall of 1994.


John G. Boswell
For the Committee

Updated 9/94]

FACULTY SENATE COMMITTEES
1994-95 Session

STANDING COMMITTEE CHAIRS*
1994-95

EXEC. CTE.
LIAISON

1.	ADMINISTRATIVE MATTERS AS THEY AFFECT THE FACULTY Chair, Professor John Eftis	Robinson
2.	ADMISSIONS POLICY, STUDENT FINANCIAL AID, AND ENROLLMENT MANAGEMENT Chair, (to be elected)	Elgart
3.	APPOINTMENT, SALARY, AND PROMOTION POLICIES Chair, Professor William B. Griffith	Boswell
4.	ATHLETICS AND RECREATION Acting Chair, Professor Stefan O. Schiff	Pelzman
5.	EDUCATIONAL POLICY Chair, Professor Diane M. Brewer	Johnston
6.	FACULTY DEVELOPMENT AND SUPPORT Chair, Professor Murli M. Gupta	Elgart
7.	FISCAL PLANNING AND BUDGETING Chair, Professor Joseph Pelzman	Pelzman
8.	HONORS AND ACADEMIC CONVOCATIONS Chair, Professor Ormond A. Seavey	Englander
9.	LIBRARIES Chair, Professor Keith E. Smith	Harrington
10.	PHYSICAL FACILITIES Chair, Professor Ernest J. Englander	Englander
11.	PROFESSIONAL ETHICS AND ACADEMIC FREEDOM Chair, Professor Walter K. Kahn	Harrington
12.	RESEARCH Chair, Professor Phyllis D. Kind	Johnston
13.	UNIVERSITY AND URBAN AFFAIRS Chair, Professor Michael S. Castleberry	Boswell
14.	JOINT COMMITTEE OF FACULTY AND STUDENTS Co-Chair, Professor Joseph L. Tropea	Robinson

*Member of the Senate

MEMBERS OF THE FACULTY SENATE COMMITTEES
1994-95 Session

Executive Committee

Smith A-101	Lilien F. Robinson, Chair (CCGSAS)	4-7094
GSEHD 2nd Flr	John G. Boswell (SEHD)	4-7117
ACC 6A-406	Mervyn L. Elgart (SMHS)	4-3496
Monroe 203-D	Ernest J. Englander (SBPM)	4-8203
Phillips 607A	Robert J. Harrington (SEAS)	4-3158
LLib B-515	Gerald P. Johnston (NLC)	4-9471
Phillips 502	Joseph Pelzman (ESIA)	4-7108
Rice 8th Flr	Stephen J. Trachtenberg, President, <u>ex officio</u>	4-6500

ADMINISTRATIVE MATTERS AS THEY AFFECT THE FACULTY

*Chair: Eftis, John, EECS
Alexandridis, Nikitas A., EECS
Fife, Jonathan D., Educational Leadership
Oertel, Yolanda C., Pathology
Sullivan, Patricia A., ESTS
Wise, Jarrett M., Health Care Sciences

ex officio:

Bortz, Walter., Vice President for Administrative & Inform. Svrs.
Katz, Louis H., Vice President and Treasurer
Keimowitz, Robert I., Dean of the Medical Center for Academic Affairs
*Robinson, Lilien F., Executive Committee Liaison

ADMISSIONS POLICY, STUDENT FINANCIAL AID, AND ENROLLMENT MANAGEMENT

*Chair: (to be elected)
Bergquist, K., Radiology
Heller, Rachelle S., EECS
Hoffman, Daniel, Health Care Sciences
Huve, Gerard P., Romance Languages
Lear, George B., Naval Science
McGraw, Stephen, Medicine
Rogers, Charles C., Radiology
Smith, Carol A., Pathology
Tabbara, Imad A., Medicine

ex officio:

Baker, Vicki J., Director, Student Financial Assistance
Chernak, Robert A., Vice President for Student & Academic Supp. Svrs.
*Elgart, Mervyn L., Executive Committee Liaison
French, Roderick S., Vice President for Academic Affairs
Gaglione, J. Matthew, Registrar
Lehman, Donald R., Assoc. Vice President for Research & Grad. Studies
Long, Caroline, Gelman Library
Rypkema, Geri, Director, Fellowship & Graduate Student Support
Siegel, Fred, Exec. Director for Enrollment Mngmt/Dir. of Admiss.
Small, Daniel, Director of Enrollment Management Administration

APPOINTMENT, SALARY, AND PROMOTION POLICIES, (INCLUDING FRINGE BENEFITS)

*Chair: Griffith, William B., Philosophy
Freund, Maxine B., Special Education
Harper, Edmund P., Physics
Hill, Peter P., History
Horbach, Nicolette, OB/GYN
Katz, Irving J., Mathematics
*Kirsch, Arthur D., Statistics
Martin, Diane C., EECS
Warren, Clay C., NCCS
Wirtz, Phillip W., Management Science

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